

Tennessee Deferred Compensation Program
Percent Participation by Age
For June 30, 2008

Age	Total Contributing	Avg. \$ 401K Deferral	Avg. \$ 457 Deferral	% of All Same Age Employees Contributing
Less than 20	25	56	-	6.1%
20 - 25	666	59	52	40.4%
26 - 30	2,254	66	55	58.7%
31 - 35	2,950	76	83	65.9%
36 - 40	3,483	97	100	67.4%
41 - 45	3,847	106	152	70.1%
46 - 50	5,007	119	188	70.7%
51 - 55	5,801	152	271	71.9%
56 - 60	5,403	184	386	71.9%
61 - 65	3,288	208	422	71.2%
Over 65	1,292	264	587	57.9%
Average deferral Amount				
	rounded	\$ 137	\$ 233	67%

Goal for Consideration: Raise My Deferral Amount well above the average for my age.
Raise Participation in my age group.